

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

● Category D				● Category C				● Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.
4	13,508	17,945	(2)*								
5	12,947	17,999	(10)	12,834	16,851						
6	13,278	18,237	(74)	13,034	18,368	14,363	21,559				
7	13,411	18,494	(6)	12,763	19,364	13,998	20,983				
8	13,798	19,987	(3)	14,066	19,796	14,265	21,479	14,506	21,593	14,845	24,025
9	13,790	18,969	(1)			14,511	21,730	13,826	21,969	15,253	24,257
10				13,431	19,473	14,285	21,260	14,408	22,336	15,456	24,599
11										15,322	24,584
12											
Average	13,278	18,364		13,285	18,960	14,309	21,468	14,290	21,859	15,224	24,372

● Category A1/Group 1				● Category A2/Group 2				● Category A3/Group 3			
Yrs. to Max.	Elem. Min.	Max.	Sec. Min. Max.	Elem. Min.	Max.	Sec. Min. Max.	R.C.S.S. Min. Max.	Yrs. to Max.	Elem. Min.	Max.	Sec. Min. Max.
9	17,138	27,731	(2)								
10	17,175	28,465	(17)	17,456	29,162	16,878	27,665				
11	16,779	28,292	(17)	16,841	28,664	17,036	27,967				
12	16,139	28,864	(2)	16,364	29,724	16,462	28,513				
13											
Average	16,941	28,370		17,240	29,101	16,894	27,812				

● Category A3/Group 3				● Category A4/Group 4				● Category A5/Group 5			
Yrs. to Max.	Elem. Min.	Max.	Sec. Min. Max.	Elem. Min.	Max.	Sec. Min. Max.	R.C.S.S. Min. Max.	Yrs. to Max.	Elem. Min.	Max.	Sec. Min. Max.
9	19,505	30,825	(1)								
10	19,768	33,583	(18)	19,860	34,341	19,167	32,593				
11	19,213	33,436	(16)	19,443	33,972	18,646	31,416				
12	18,920	33,260	(11)	19,631	34,546	19,738	33,617				
13	18,420	33,314	(8)	19,653	33,682	18,390	32,755				
14											
Average	19,176	33,334		19,624	34,217	19,204	32,718				

*Number of grade

NOTES:
1. Salaries have not been weighted by the distribution of teachers on the grid.
2. Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

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Method of Placement

TABLE 2 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No.	%	R.C.S.S. No.	%
QECO 2	7	25.0	-	0.0
QECO 3	14	50.0	9	81.8
QECO 3 with % Qual.	-	0.0	-	0.0
QECO 4	1	3.6	2	18.2
QECO 2 and 4	1	3.6	-	0.0
Outlined in Agree.	5	17.8	-	0.0
Agreements	28	100.0	11	100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Cert. #	Sec. No.	%
OSSTF 5	1	3.6
OSSTF 6	24	85.7
Not Spec.	3	10.7
Agreements	28	100.0

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	R.C.S.S. No.	%
Grid + Allow.	13	46.4	-	0.0	8	72.7
Criteria:						
No Diff.	2	-	1	-		
Sch. Type/Size	2	-	8	-		
Sch. Type/Size and Exp.	3	-	1	-		
Tre. of Exp.	1	-	-	-		
Sch. Type/Size Exp. and Qual.	-	-	1	-		
Other	-	-	-	-		
Sep. Grid	12	42.9	26	92.9	2	18.2
Criteria:						
Yrs. of Exp.	4	31	1	-		
Exp. and Qual.	2	-	-	-		
Sch. Type/Size and Exp.	1	8	-	-		
Sch. Type/Size Exp. and Qual.	6	-	1	-		
Other	-	-	-	-		
Tch. & Sep. Grids	3	10.7	-	0.0	1	9.1
Flat % Amt.	-	0.0	2	7.1	-	0.0
Agreements	28	100.0	28	100.0	11	100.0

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Elem. No.	%	Sec. No.	%	R.C.S.S. No.	%
Provision	11	39.3	15	53.6	3	27.3
Allow. Only	7	25.0	1	3.6	-	0.0
Rold-in Only*	-	0.0	-	0.0	-	0.0
Allow. and Rold-in*	4	14.3	3	10.7	-	0.0
Provision not in Effect	1	3.6	-	0.0	-	0.0
No Provision	16	57.1	13	46.4	8	72.7
Agreements	28	100.0	28	100.0	11	100.0

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance (\$)	Elem. No.	%	Sec. No.	%	R.C.S.S. No.	%
Less than \$500	-	0.0	1	3.6	-	0.0
500-549	4	14.3	2	7.1	1	9.1
550-599	1	3.6	2	7.1	-	0.0
600-649	8	28.6	7	25.0	-	0.0
650-699	1	3.6	5	17.9	1	9.1
700-749	6	21.4	8	28.6	-	0.0
750-899	2	7.1	2	7.1	-	0.0
900 or more	-	0.0	-	0.0	-	0.0
No Allow.	6	21.4	1	3.6	9	81.8
Agreements	28	100.0	28	100.0	11	100.0

TABLE 7 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	R.C.S.S. No.	%
Grid + Allow.	24	85.7	1	3.6	10	90.9
Criteria:						
No Diff.	11	46.4	1	3.6	4	36.4
Yrs. of Exp.	8	-	1	-	1	9.1
Sch. Type/Size	4	-	-	-	2	18.2
Sch. Type/Size and Exp.	2	-	-	-	-	0.0
Sch. Type/Size and Qual.	-	-	-	-	-	0.0
Other	1	-	-	-	-	0.0
Sep. Grid	3	10.7	26	92.8	-	0.0
Criteria:						
Yrs. of Exp.	2	8.6	8	28.6	-	0.0
Exp. & Qual.	1	-	-	-	-	0.0
School Type/Size and Exp.	-	-	1	3.6	-	0.0
Tch. & Sep. Grids	-	0.0	-	0.0	-	0.0
Flat % Amt.	-	0.0	1	3.6	-	0.0
Not Spec.	1	3.6	-	0.0	1	9.1
Agreements	28	100.0	28	100.0	11	100.0

Employee Benefit Plans

TABLE 8 Board Subsidisation of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	R.C.S.S. No.	%
a) OHP						
25	1	3.6	1	3.6	-	0.0
40	1	3.6	1	3.6	-	0.0
75	6	21.4	8	28.6	1	9.1
80	6	21.4	5	17.9	1	9.1
85	4	14.3	-	0.0	3	27.3
90	2	7.1	3	10.7	1	9.1
100	8	28.6	10	35.6	5	45.4

b) Extended Health

65	1	3.6	1	3.6	-	0.0
75	7	25.0	3	10.7	2	18.2
80	3	10.7	3	10.7	1	9.1
85	4	14.3	-	0.0	2	18.2
90	2	7.1	5	17.9	1	9.1
100	8	28.6	15	53.5	2	18.2
Flat % Amt.	1	3.6	-	0.0	-	0.0
No Plan	2	7.1	1	3.6	3	27.3

c) Dental

50	2	7.1	1	3.6	-	0.0
60, 70	1	3.6	2	7.1	1	9.1
75	5	17.9	8	28.6	2	18.2
80	3	10.7	4	14.3	1	9.1
85	3	10.7	-	0.0	2	18.2
90	2	7.1	4	14.3	1	9.1
100	6	21.5	6	21.4	4	36.3
Flat % Amt.	2	7.1	-	0.0	-	0.0
No Plan	4	14.3	3	10.7	-	0.0

d) Long-Term Disability

0	13	46.3	11	39.2	5	45.4
50	1	3.6	-	0.0	-	0.0
65	-	0.0	1	3.6	-	0.0
75	1	3.6	1	3.6	-	0.0
80	1	3.6	1	3.6	1	9.1
85	1	3.6	-	0.0	1	9.1
90	1	3.6	2	7.1	-	0.0
100	2	7.1	1	3.6	2	18.2
Flat % Amt.	-	0.0	1	3.6	-	0.0
No Plan	8	28.6	10	35.7	2	18.2

e) Group Life Insurance

56, 67	1	3.6	1	3.6	-	0.0
75	7	25.0	5	17.8	1	9.1
80	3	10.7	1	3.6	1	9.1
85	4	14.3	1	3.6	2	18.2
90	2	7.1	4	14.3	2	18.2
100	10	35.7	15	53.5	5	45.4
Flat % Amt.	1	3.6	1	3.6	-	0.0

f) Limitation on Employee Benefit Subsidy

Agreements	21	75.0	21	75.0	5	45.5
Agreements	28	100.0	28	100.0	11	100.0

*Plan exists; Board does not contribute towards payment of premium.

Retirement Gratuity

TABLE 9 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	R.C.S.S. No.	%
Provision	28	100.0	27	96.4	10	90.9
Payment Cris:						
Superann. Only	13	46.4	17	60.7	3	27.3
Bd. Discretion	3	10.7	-	0.0	-	0.0
Leaving Prof.	4	14.3	2	7.1	-	0.0
Spec. Age	7	25.0	8	28.6	3	27.3
Health	17	60.7	15	53.5	3	27.3
Other	1	3.6	-	0.0	1	9.1

Min. Serv. Req'd:

One Year, Unspec., No Min.	13	46.4	16	57.1	6	54.5
3, 5	5	17.9	4	14.3	1	9.1
10, 15	10	35.7	7	25.0	3	27.3
Payable to Estate	25	89.3	28	100.0	8	72.7
Death Benefit	3	10.7	3	10.7	1	9.1
Phasing Out	4	14.3	1	3.6	1	9.1
Other Limitation	4	14.3	1	3.6	1	9.1
No Provision	-	0.0	1	3.6	1	9.1
Agreements	28	100.0	28	100.0	11	100.0

*Not mutually exclusive

Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)

C.S.L.*	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	28 100.0	26 92.8	11 100.0
Max. Days Acc:			
200-219	7	4	4
220-239	6	3	3
240-259	7	6	3
260-279	2	1	1
No Max.	8	10	-
Varies	2	2	-
No Accum.	3	-	-
No Provision	- 0.0	2 7.2	- 0.0

Leave Plans (cont'd)

TABLE 12 Sabbatical

Sabbatical Leave*	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	25 89.3	26 92.9	8 72.7
Min. Serv. Req'd.:			
6	7	8	2
7	11	2	
8	12	7	5
6, 10	2	2	
Not Spec.	3	1	
Basic Salary (%):			
50, 60	4	4	2
60-70	4	4	
70	11	8	4
80	1	6	1
90, 100	3	1	
Flat & Amt., Other	1	2	
Not Spec.	1	1	
Subseq. Serv. Req'd.:			
5	3	1	
6	16	12	4
7			
8	3		
Other	2	2	
Not Spec.	3	1	
Dist. of Max. No. of Leaves:			
% of Staff	5	3	
% of Staff	13	8	5
Ad. Discretion	3	3	2
Other	6	8	
No Provision	3 10.7	2 7.1	3 27.3
Agreements	26 100.0	28 100.0	11 100.0

*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity

Leave Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) Maternity*	23 82.1	20 71.4	10 90.9
Max. Leave:			
1 Sch. Yr.	3	1	3
2 Sch. Yrs.	16	9	2
Other	4	10	4
b) Adoption	23 82.1	21 75.0	11 100.0
c) Paternity	8 28.6	9 32.1	9 81.8
Agreements	28 100.0	28 100.0	11 100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business

Leave Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Long-term, for Br. Aff. Off.*	8 28.6	17 60.7	1 9.1
Short-term, for Fed. Bus. Negotiations	10 35.7	17 60.7	6 54.5
Agreements	2 7.1	14 50.0	3 27.3
Agreements	28 100.0	28 100.0	11 100.0

*Defined as 6 or more days.

Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) Class Size	5 17.9	11 39.3	2 18.2
Status:			
Mandatory	4	8	
Outside	2	9	2
Spec. No.:			
One	1	-	-
More than One	2	8	-
Combination	1	2	-
No Class Size	23 82.1	17 60.7	9 81.8
b) P.T.R.	12 42.9	20 71.4	4 36.4
Status:			
Mandatory	12	18	3
Outside	-	2	1
Spec. No.:			
One	2	3	
More than One	2	2	-
No P.T.R.	16 57.1	8 28.6	7 63.6
Agreements	28 100.0	28 100.0	11 100.0

TABLE 16 Workload

Workload Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Teachers	7 25.0	22 78.6	5 45.5
Instruct. Load	2 7.1	23 82.1	
Non-Time Superv.			
Req'd.	2	-	1
Exempt.	3	1	
Both	1	1	2
Other Superv.			
Req'd.	1	1	-
Exempt.	-	-	-
Both	-	10	-
Principals	5 17.9	2 7.1	6 54.5
Vice-Principals	4 14.3	3 10.7	3 27.3
Other Positions of Resp.	1 3.6	16 57.1	- 0.0
Agreements	28 100.0	28 100.0	11 100.0

TABLE 17 Staff Allocation

Staff Allocation Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Principals	6 21.4	13 46.4	- 0.0
Vice-Princ.	12 42.9	9 32.1	7 63.6
Other Pos.			
Of Resp.	1 3.6	15 53.6	2 18.2
Guide. Teachers	2 7.1	20 71.4	- 0.0
Para-Prof./			
Teacher Aides	6 21.4	- 0.0	5 45.5
Secret. Aids	4 14.3	- 0.0	2 18.2
Agreements	28 100.0	28 100.0	11 100.0

Surplus/Redundancy

TABLE 18 Surplus/Redundancy

Surplus/Redundancy	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	24 85.7	28 100.0	11 100.0
Factors Considered:			
Seniority:			
Consens. Bd. Exp.	24	28	17
Total Bd. Exp.	18	23	9
Total Exp.	21	25	6
Other	22	26	9
Type of Contract	17	23	6
Qualifications	23	28	17
Effectiveness	5	14	6
Board Discret.	23	28	17
Other	3	3	1
Accommodation:			
Priority Transfer	23	27	7
Lim. Displace.	5	10	-
Unlim. Displace.	6	8	2
Priority Re loc.	6	18	-
Options in Lieu of Layoff:			
Perm. Supply	6	18	-
Retraining	4	6	-
Sabbatical	1	2	-
Spec. Assign.	1	8	-
Br. Aff.			
Spone. Plan	-	-	-
Leave of Abs.	2	8	-
Def. Salary	11	20	3
Red. Teaching	6	18	-
Options at Layoff:			
Priority Summer/	1	13	-
Con. Night School	7	12	2
Priority Supply	7	12	2
Priority Recall	21	26	9
Separation Allow.	11	19	1
Early Retire.	2	3	-
Other options	1	3	-
No Provision	4 14.3	- 0.0	- 0.0
Agreements	28 100.0	28 100.0	11 100.0

*Not mutually exclusive

Agreement List

TABLE 21 List of Agreements** Included in the Overview by Agreement Code Number

Elementary	Secondary
001 015* 026*	078 090*
002 014	079 091
003* 015	080 092
004	081 093
017	082 094
018*	083 095
019 022	084 096
020 023*	085 097*
021 024	086
022 025	087 098
023 026	088 099
024 027	089 101*
025	128
	129 130
	131 132
	133 134
	135 136
	137 138
	139 140
	141 142
	143 144
	145 146
	147 148
	149 150
	151 152
	153 154
	155 156
	157 158
	159 160
	161 162
	163 164
	165 166
	167 168
	169 170
	171 172
	173 174
	175 176
	177 178
	179 180
	181 182
	183 184
	185 186
	187 188
	189 190
	191 192
	193 194
	195 196
	197 198
	199 200
	201 202

*Teacher salary grid data only.

**Additions italicized.

Vacancy/Transfer

TABLE 19 Vacancy/Transfer

Vacancy/Transfer Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Vacancy-Teachers	11 39.3	15 53.6	6 54.5
Advance Int.			
Posting	7	8	2
Seniority	4	3	1
Considered			
Vacancy-Positions of Responsibility	12 42.9	18 64.3	6 54.5
Advance Int.			
Posting	7	4	3
Seniority	4	5	1
Considered			
Teacher-Req. Transfer	17 60.7	19 67.9	5 45.5
Board-Initiated Transfer	20 71.4	21 75.0	9 81.8
Moving/Reloc. Allow.	6	5	1
Creation of New Positions	13 46.4	10 35.7	8 72.7
Teacher/Bd. Discussion	11	10	6
Agreements	28 100.0	28 100.0	11 100.0

Agreement Status

TABLE 20 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	R.C.S.S. (1) (2)
Total Possible	76 76	76 76	48 48
Incl. in Summary	38 38	38 38	14 14
Term:			
1-yr.	8 2	10 4	3 1
1st yr. of 2-yr.	8 2	6 2	2 -
2nd yr. of 2-yr.	22 22	30 20	10 10
1st yr. of 3-yr.	-	-	-
2nd yr. of 3-yr.	1 1	-	-
3rd yr. of 3-yr.	1 1	5 2	-

(1) Salary grid data (2) All data

● R.C.S.S.

CAZLW
DE760
-P65

A Provincial

Overview



Collective Bargaining
between School Boards
and Teachers, 1981-82

Government
Publications

Vol. 3 No.1

Education Relations Commission

September 1981

Negotiations Update

Settlement: As of August 24, 1981, 120 settlements have been reached by the parties (51 Elementary, 45 Secondary and 24 RCSS), which represent 60% of 200 total possible sets of negotiations. Of these, 50.8% are a result of multi-year agreements negotiated in previous rounds of bargaining. The settlement rate for 1980-81 this time last year was 62.5%.

Average annualized on-grid salaries (weighted by the January 1981 grid distributions), excluding increment and cost of living (COL) payments, have increased over 1980-81 by the following percentage and dollar amounts:

	1 Yr. or 1st Yr. of Multi-Yr.	2nd or 3rd Yr. of Multi-Yr.	All Agreements
1981-82 (N = 90)	% n	% n	% n
Elem. (38)			
COL	11.8 2	7.7 11	8.3 13
	(\$3,000)	(\$1,955)	(\$2,044)
No COL	12.7 13	9.4 12	10.8 25
	(\$2,923)	(\$2,815)	(\$2,602)
Total	12.6 15	8.7 23	10.0 38
	(\$2,894)	(\$2,198)	(\$2,418)

Sec. (38)			
COL	9.8 1	9.4 13	9.5 14
	(\$2,972)	(\$2,788)	(\$2,823)
No COL	12.2 15	8.8 9	10.9 24
	(\$2,503)	(\$2,688)	(\$2,188)
Total	11.5 16	9.2 22	10.1 38
	(\$2,557)	(\$2,761)	(\$2,385)

RCSS (14)			
COL	-	9.2 3	9.2 3
		(\$2,178)	(\$2,178)
No COL	12.7 4	9.8 7	12.0 11
	(\$2,050)	(\$2,331)	(\$2,692)
Total	12.7 4	9.5 10	9.9 14
	(\$2,050)	(\$2,258)	(\$2,755)

Mediation: There has been a significant increase this year in the number of pre-fact finding mediation appointments. To date mediators have been appointed in 3 Elementary, 14 Secondary, and 5 R.C.S.S. negotiating situations. One Elementary and 6 Secondary situations have since settled without further third-party involvement.

Fast Findings: To date fact finders have been appointed in 3 situations, one of which has subsequently settled. Subsequent secondary, which experienced a total withdrawal of services for 56 instructional days during 1979-80, sought assistance early in their 1981-82 negotiations. On April 24, 1981 Norm Bernstein was appointed mediator and, in response to a joint request by the parties, ERC appointed Greene McEneaney as fact finder on June 2, 1981. The parties settled on June 23, 1981, prior to the writing of a report.

Inquiries concerning this Commission activities should be addressed:

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Publications Available

a) Included in this mailing:

- 1980-81 Individual Summaries: 7th Update
- 1981-82 Individual Summaries: 2nd Update
- Grievance Arbitration, June - September 1981

b) Available on request:

- Clause File #18: Separation Allowance Provisions 1980-81

A statistical analysis and replication of 1980-81 clauses pertaining to separation allowance provisions in agreements on file with the Commission by July 1981. Topics discussed include eligibility requirements (type of contract and years of service with Board), nature of formulae and method of allowance payment.

Unique Bill Drafted Regarding Leeds/Grenville Dispute

In response to the unresolved dispute between the Leeds and Grenville Board of Education and its secondary school teachers by the end of the school year (the teachers commenced a full withdrawal of services on May 7, 1981), Bill 124 was passed by the legislature on July 3, 1981. The legislation was passed following a Report by the Education Relations Commission to the Minister of Education dated June 11. The Commission stated in their Report that there was an absence of compelling evidence that jeopardy existed at that precise point in time, but they expressed concern that because the negotiations seemed to be deteriorating and the parties were exceedingly rigid in their positions, there was a real possibility that the dispute would continue into the new school year after the loss of a considerable number of school days in the current school year. This unique aspect of the sanction - and the impending adjournment of the legislature - placed the Commission in a dilemma of trying to balance their position that voluntary resolution of disputes is the path preferred to finality, with the concern that continuation of the sanction would place in jeopardy the students' courses of study. In an effort to balance these interests, the Commission recommended the consideration of legislation to terminate the sanction with deferral of proclamation at least until such time as an advisement under Section 61-(1)(h) was tendered. (In this regard interested parties have been asked to submit letters and briefs on the issue of jeopardy to the Commission by August 7, 1981.)

At the suggestion of the Commission - to encourage the parties to continue negotiations - the Bill provides for ultimate dispute resolution by Final Offer Selection. Also included in the legislation is a provision for agreement terms and conditions spanning a three-year period commencing September 1, 1980. The Act comes into force on a day to be named by proclamation by the Lieutenant Governor, at his discretion.

Field Services Staff Available for P.D. Activities

Field Services staff are available on request to meet with teachers or trustees on issues which may be professional development activities of these groups. The staff would welcome the opportunity to meet with the parties to clarify the Act and the work of the Commission, and to discuss the new Technical Assistance and Grievance Mediation Programs.